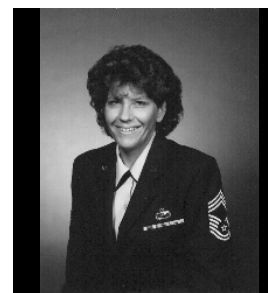


# NOTES FROM THE:

## Chief for Enlisted Matters



by CMS Lorraine A. Tanner, DSN 224-5437

As usual, my New Year started out great. In my job I get the opportunity to participate in the Air Force Financial Management and Comptroller Annual Awards Program every January. It does my heart good to read and evaluate the annual awards submissions. I want to congratulate all our nominees on a job well done. These folks have represented you well. A special thanks goes out to our winners. I look forward to working with you in the future to continue to make our Air Force Financial Management community stronger and better than ever before. Now, I would like to focus this article on recognition and how it helps a person or an organization excel.

Recognition comes alive in various forms. One of the most effective types of recognition is the day-to-day acknowledgement of someone's existence and performance. We all work hard. Our standards are high and our expectations are even higher. Taking a minute to say, you did a great job with that customer or thanks for the extra effort today, means a lot. Recognizing when someone does the right thing will reinforce the behavior. Comments such as thanks for being here to take that call first thing this morning, tells someone why it is important to be to work on time. Noticing that someone's boots are shined or their ribbons are new lets them know the extra effort meant something to you.

Sometimes, however, immediate recognition can come in the form of behavior correction. Just as we recognize good performance, we need to immediately recognize poor performance. If you do it in a positive, decisive manner, this type of recognition can bring notice to and correct poor behavior before the behavior becomes a problem for you and your team.

Formal recognition programs go a long way to enhance the morale of any organization. In fact, lack of formal programs can actually have a negative impact on your organizations. Take the time to recognize outstanding performance through your base and FM programs. Supervisors need to understand it is their JOB to recognize people and performance. There is no bigger demoralizer than a supervisor who vocally states they don't have time to nominate their people. Imagine being a young financial manager who goes the extra mile every day for us, but was never recognized.

Many achievements are already recognized with Air Force programs. Promotions, retirements, reenlistments, continuous service, and good conduct are just some of the very important events that occur in our

careers. These achievements need formal recognition within your organizations. Bringing our people together to professionally recognize these milestones is a critical part of customs and courtesies in the Air Force. These are proud moments and need the formality of a ceremony to adequately convey the importance of the events. Don't forget to invite family and friends to these ceremonies. I often get asked how I was able to support my family and my Air Force career. I believe it is because I made my family a part of my career and my career a part of my family. My family shared each of my promotions, my decorations, and my awards. But most importantly, my bosses thanked them for helping me do the right things for the Air Force.

Finally, advertise your successes. Bulletin Boards, Base Papers, and the Aces High page in The Air Force Comptroller magazine are all ways we can show off our winners. The more we publicize the more appreciated our people will feel. When you feel appreciated you will continue to do bigger and better things for the Air Force. In addition, it is great public relations for your office. Keep telling your base population all the things your people are doing and all the great things they will be doing in the future. We need to do a better job of selling our programs and ourselves. This earns respect and admiration for a job well done.

At this time I'd like to recognize our 1998 FM Step Promotees. Their Wing Commanders have already recognized each of these individual's potential and achievements, and I, too, want to thank them for doing a great job. I look forward to them achieving bigger and better things in their new grades:

TSgt Charles Becker	Peterson AFB CO
TSgt Michelle Brown	Maxwell AFB AL
TSgt Terry Bullard	Pope AFB NC
MSgt Pamela Condino	Howard AFB CZ
MSgt John L. Hardy	Andersen AFB GU
TSgt Patrick Schultz	Charleston AFB SC
TSgt Angela Smith	Los Angeles AFB CA
TSgt Thomas Souza	Beale AFB CA
TSgt Darrell Sterling	Limestone ME
TSgt Deborah Tomack	DFAS-DE

Before closing I wanted to say the best feeling I ever had was when a peer came up to me and recognized something I did. Don't forget, you don't have to be a boss to tell someone they did something good.